

STANFORD UNIVERSITY

STANFORD, CALIFORNIA

SCHOOL OF MEDICINE
Office of the Dean

July 1, 1958

Dr. Joshua Lederberg
Genetics Building
University of Wisconsin
418 North Randall Avenue
Madison 6, Wisconsin

Dear Doctor Lederberg:

As a result of many considerations, which may have seemed to you unduly protracted, I am delighted to invite you to join the faculty of the School of Medicine of this University as Professor and Executive of the to be established Department of Genetics. I am not unappreciative of your state of suspense apropos Stanford et al since December of 1956. Likewise, I am sure that you realize along with me the enthusiasm of Kornberg, Kaplan, and Goldstein, in addition to Provost Terman, Dean Rhinelander, and Victor Twitty et al in Biology -- all of us cooperating in and enthusiastic for the prospect of your association with us in the growing Stanford Medical environment. Also, you should be aware that your future associates, the Executive Committee of the Medical School, voted unanimous approval of this entire project.

Questions of space, staff, salaries, supply and equipment, and fellowship funds all must be considered. Most important, however, is the question of the interrelationship of genetics to the overall teaching intent (not just the curriculum) of the School of Medicine and of the University. Inclusion of genetics in the curriculum of the School of Medicine has not been made, as I know you appreciate from your talks with Lyman Stowe, but obviously not only in itself but through its effective interweaving with the pre-clinical and clinical departments a most effective opportunity should be provided by our no longer static, but I hope truly dynamic new curriculum. I agree with you that the effect of you and your colleagues on the pre-clinical and clinical departments in counseling them rather than providing direct counseling service is a preferable goal. I think you and Stowe and I might pursue the curriculum question further when you are out here in September.

Provost Terman agrees with me that designating this the Department of Genetics rather than modifying it with the words medical, human, experimental mammalian, or microbiologic genetics is quite satisfactory.

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All considerations of space are understood to be on a temporary basis, merely assuring you and your associates adequate functioning facilities until you all can draw up plans specifically designed for and built for the Department of Genetics, included in the "Blank" building. Because of Dr. Kornberg and Dr. Goldstein's intense interest in your coming to join us it has not been too difficult to go along with your strongly stated wish to be in immediate juxtaposition to Kornberg and his crew. Accordingly, on the Medical Center plans which you have, pharmacology rooms J3-351 and J3-331, along with biochemistry rooms 3-571 and 3-551, as you, Kornberg, and Goldstein, and this morning you and I discussed, will be available for your own activities. Likewise, the recently built facilities for the Department of Pharmacology in the Anatomy-Microbiology Building, with the exception of such space as Dr. Arthur Furst may continue to occupy will be available to your department in the sense that you and your associates will have the first claim on this area. Further, I have been advised in a copy of a letter written by Dr. Kornberg that all "common use" facilities in his department are available to you and I understand from Avram that he too would be happy to assure you such common use facilities of his as may be necessary to your most effective operations.

As to staff: a professor and executive (Joshua Lederberg, Ph.D.); a professor, for whom after I have been advised (I sincerely hope) of your willingness to join us, you should begin negotiating, bearing in mind the non-Hollywood nature of the facilities immediately available to this man; an assistant professor on soft money underwritten by the University pending a National Institute of Health training grant or some other source of support; departmental secretary. In relationship to fellows you suggested three to eight fellows with a tuition waiver and \$2,000 per annum per man. Phil Rhinelander will, insofar as he has any funds available, support us in this to a certain extent. Funds clearly available for fellowships are sufficiently limited at the present time so that I believe you, William Rowland, my financial assistant, and I should sit down and earmark postgraduate and cancer research funds available for fellowships so that we all three would be entirely clear as to just what we can do.

I trust you understand that as Executive of the Department of Genetics you would be on the Executive Committee of the School of Medicine and, accordingly, have direct access to the Dean. In matter of actual practice it would seem that almost everyone has direct access to the Dean anyway if he feels strongly enough about any current or future pressing problem.

Stanford salaries, as you may have learned on your earlier visit out here in connection with Biology, have not been munificent. The University, the Provost, the Dean of the School of Humanities and Sciences, and I all seem to be aimed in the same direction, however -- namely, upwards in the reasonably near future. For instance, the Medical School is aiming toward median salaries for the ranks of instructor through professor of six, nine, twelve, and sixteen thousand dollars per year. Departmental executives are to be paid an additional sum. Our intent, and in fact our reasonable expectation, I trust by 60-61, is not an immediate fact, however. Accordingly, I would like to offer you a salary of \$15,000 per annum and suggest to you that you negotiate for your fellow professor on the basis of \$13,000 to \$14,000 per annum.

I am assured that Dean Rhinelandier will facilitate, along with Professor Twitty, your joint appointment in the School of Humanities and Sciences, thus facilitating the granting of a Ph.D. in Genetics. I think there should be no question about the congenial relationships with Biology in general and not just with Professors Twitty, Yanofsky, and Perkins. I am yet too much a babe in the woods in financial matters but Kaplan, Kornberg, et al express no concern about the finding of funds for equipment, anticipating the likelihood of at least three year National Institute of Health grants for equipment, technical assistance and lab supplies with the additional possibilities of the Atomic Energy Commission, Commonwealth, Rockefeller, Ford, etc. to be considered. Incidentally, Lyle Cook spent the last two weeks in the east surveying all of the possibilities of large foundation and government support for Stanford and its Medical School and has come back most reassured. In fact so much so that I am even more sanguine than my usual self.

I believe that in your consideration of the opportunities here, particularly in talking with any whom you would wish to have join you at Stanford, that you should aim no lower than the establishment of Stanford University as a center for genetic research, realizing that undergraduate, graduate, and postgraduate or pre-doctoral and post-doctoral training is a by product of such a program. Insofar as our candidates for the degree of Doctor of Medicine are concerned, I believe that not only you and your associates, but also all of us who profit from working with you can aim toward assuring correct factual knowledge and reasonably sophisticated thinking by our medical students. Within not too long a period of time I hope that the Department of Medicine, Obstetrics, or Pediatrics will have a clinician who can properly and enthusiastically take on such genetic counseling and investigation of clinical aspects of genetic disorders as may be a desirable complement to the Department of Genetics.

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Since our free lodger, the medical student, will not be with us in September Sophie and I would be delighted should you and Mrs. Lederberg wish to avail yourselves of our modest but quite snug guest house. Should you wish us to make other arrangements for your stay in September please let me know. It would seem most desirable for you to have anyone whom you propose to bring out as an associate come along at the time you are here in September.

I shall be gone from July 6 through 14. The telephone will find me before that time and any letters received meanwhile will get immediate attention on my return. Looking forward to you and your confreres joining us in this stimulating environment -- climatologically and otherwise -- I remain,

Yours sincerely,



Robert H. Alway, M.D.
Dean

RHA:rc

cc: Dr. Arthur Kornberg - yes
Dr. Avram Goldstein
Dr. Henry Kaplan

} modified copies only

P.S. The attached is the estimate on which Lyle Cook and I have been proceeding -

Also - your claim on the 1/2 Bay is acknowledged.